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REGULATION

PERSONNEL
Date

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SEPARATION COMPENSATION

1. GENERAL

Among the personnel who are nominated for separation in accordance with the provisions of Regulation [REDACTED] are individuals who, because of the nature and circumstances of their service with the Agency are at a disadvantage in making occupational transfers and may therefore be unable to command reasonable levels of earned income for an extended period of time following termination of Agency employment. Separation compensation, as authorized herein, is granted for the purpose of assisting such individuals during the process of their vocational reorientation.

2. AUTHORITY

The authority to grant separation compensation is based on the authority of the Director of Central Intelligence to establish and administer compensation standards and is contained in Central Intelligence Agency Act of 1949.

3. POLICY

a. The decision to grant separation compensation in any given case will be based solely upon a review of the nature and circumstances of the individual's employment in the light of the standards set forth herewith. The determination

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of the applicability of these standards in any given case is the sole prerogative of the Director of Central Intelligence or his appointed representative; however, an individual who is denied separation compensation may appeal such decision by submitting further evidence concerning the nature and circumstances of his employment.

b. Separation compensation will be granted to those personnel thirty years of age or more who have completed five or more years of satisfactory Agency civilian service and who, during the predominant period of their service, have been trained for or assigned to positions which are part of the overseas intelligence, operations and communications structure of the Agency's organization and who are to be separated for the purpose of achieving a balanced distribution of age and grade groups within that structure.

c. Separation compensation may be granted to other individuals thirty years of age or more who are separated as excess to Agency needs, it being established that for a period of five years or more preceding separation they were assigned to duties which required the acquisition and application of skills for which requirements in other Government or commercial fields of employment are either rare or nonexistent and which effectively prevented them from studying, practicing, or otherwise developing or retaining proficiency in an established occupation or profession.

TAB E
p. 2

S E C R E T